Organizational & Departmental Context (Culture):

Synthesis of Recommendations

CASCADIA RESPONSES

1. Focused time and space for collaboration (purposeful, inclusive, consistent, with protocols)—working together toward goals

*We have implemented focused faculty collaboration gatherings for developmental math instructors and high school teachers that will continue in 2012-2013, and we hope to expand this model to reach other faculty.*

1. Faculty-driven informed data-gathering and evidence-based decisions

*We have not addressed this recommendation at our institution, but we strongly feel it is both reasonable and necessary. We have some issues in the feasibility, since we have limited access to professionals in this area (both internally and externally).*

1. Ongoing professional learning opportunities that honor professional judgment of faculty

*We have had great access to professional learning opportunities both internally and externally by strategically utilizing faculty professional development funds and state board sponsored opportunities. We are saddened by the prospect of losing the training and community that has been a part of the RPM grant and heavily influenced our growth.*

1. Trusting environment with increased transparency and clarity in communications regarding learning processes and results (“it’s about the students”)

*As a small school and math faculty, our environment is fairly safe and transparent. We may need to improve our procedures and protocols, and remember to continually communicate with all math faculty (full-time and adjuncts).*

1. Culture of improvement and innovation—open to making mistakes and learning from them

*Our young college is founded on a culture of improvement and innovation so this has not been an issue for us to address. We do agree with it as a recommendation.*

1. Giving administrators a real “window to the work” (concrete evidence)—building relationships, open and explicit communications [think broadly about key administrative stakeholders]

*While we are generally satisfied with our relationships with administration (dean, VP, President) and their understanding and support of our work, we recognize there is always room for improvement. Ideas to increase our visibility include working with our marketing director and presenting at the Board of Trustees meeting.*